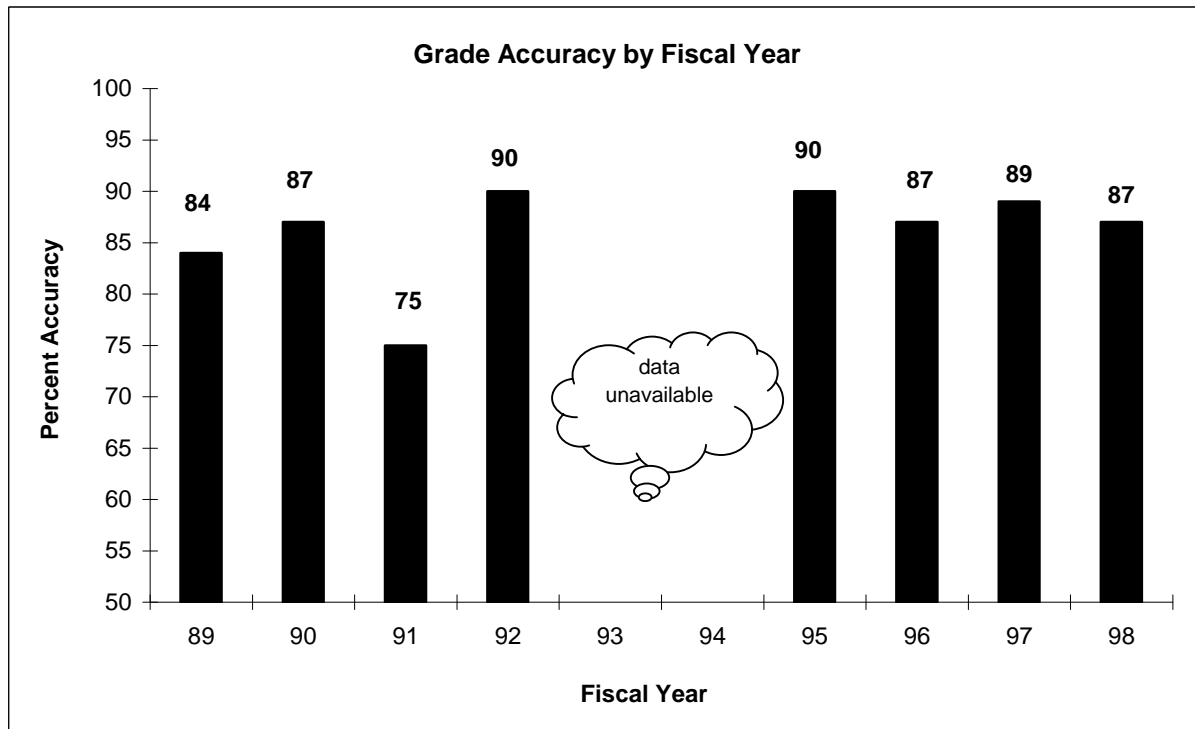


3-1. Grade Accuracy

Objective: Not Less than 90% Accuracy

Assessment: Not Met



Source: USACPEA survey reports

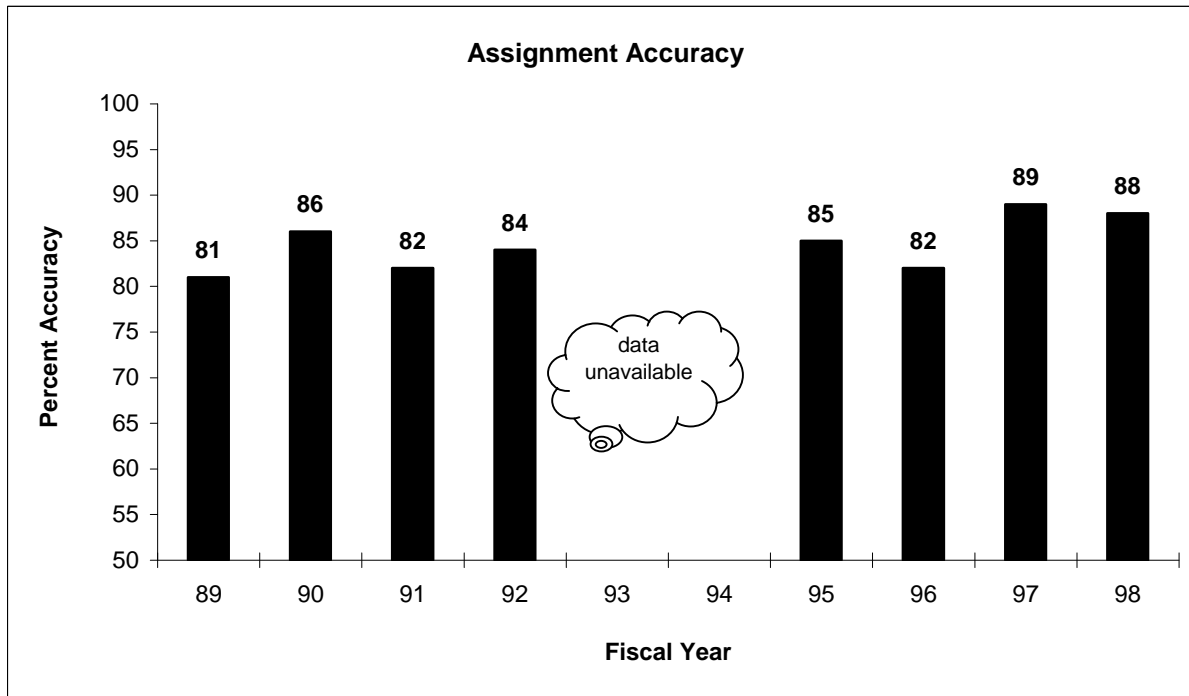
Analysis:

- Army did not meet its objective of 90% accuracy. Eight of the 14 individual sites surveyed met the objective.
- Note that the FY91 percentage is based on a smaller sample than the other years.
- See page iii for a discussion of sampling and an explanation of FY93-94 missing data. See Appendix, p. A15, for individual on-site review information.
- Grade accuracy is determined by the percentage of positions found to be correctly graded in accordance with OPM classification standards.

3-2. Assignment Accuracy

Objective: Not Less than 90% Accuracy

Assessment: Not Met



Source: USACPEA survey reports

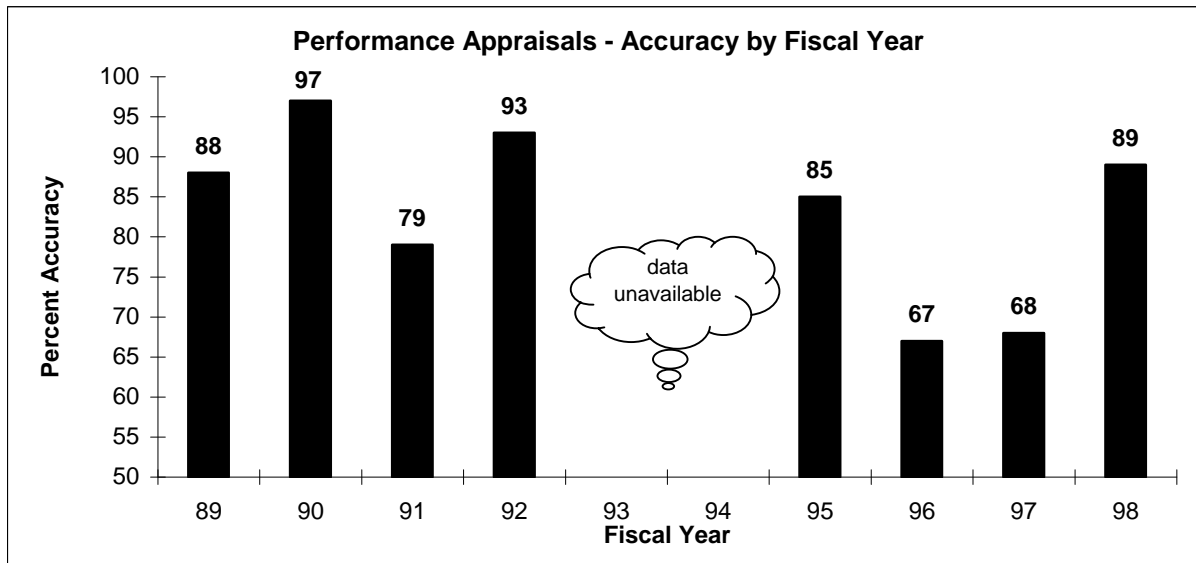
Analysis:

- Army did not meet its goal of 90% accuracy. Half of the 14 individual sites surveyed met the objective.
- See page iii for a discussion of sampling and an explanation of FY93-94 missing data. See Appendix, p. A16, for individual on-site review information.
- Assignment accuracy is determined by the percent of position descriptions that accurately report the major duties being performed by the incumbent. Inaccuracies could include major duties in the official job description that are not being performed, as well as major duties being performed that are not reflected in the official job description.

3-3. Performance Appraisals - Regulatory and Procedural Compliance

Objective: Not Less than 90% Accuracy

Assessment: Not Met



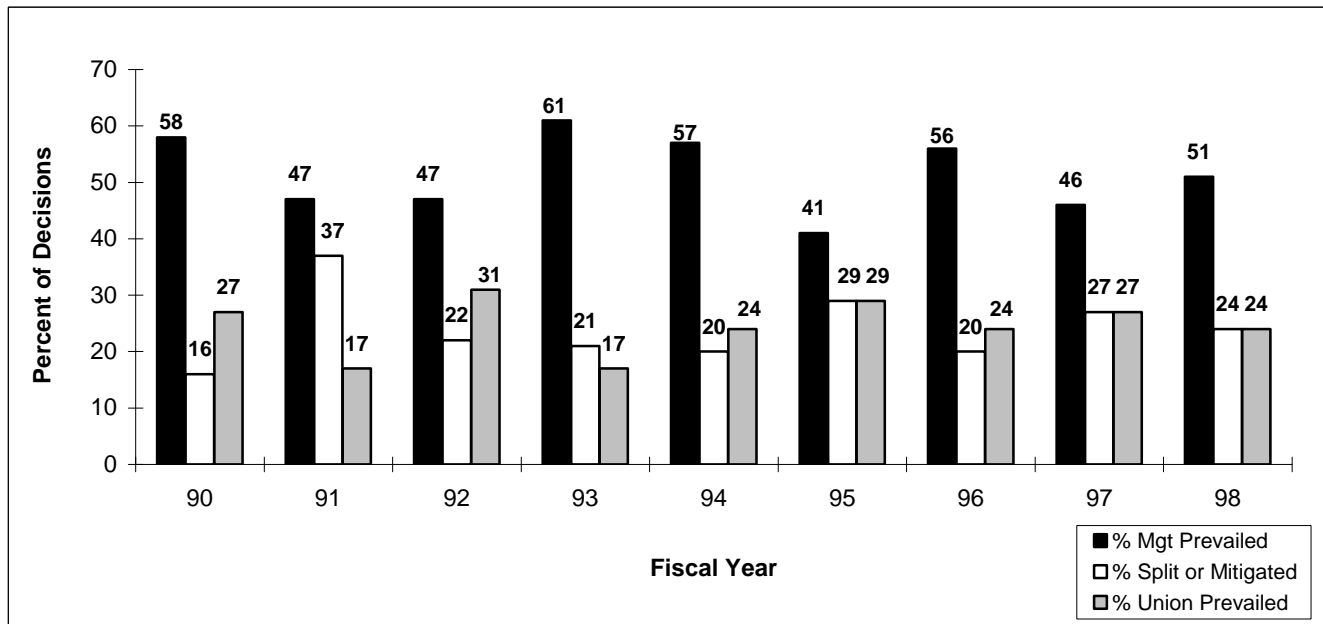
Source: USACPEA survey reports

Analysis:

- This chart shows compliance for two different performance appraisal systems - the Performance Management and Recognition System (PMRS; FY89-92 data) and the Total Army Performance Evaluation System (TAPES; FY95-98 data). For FY98, TAPES did not require a senior rater profile.
- Army did not meet its objective of 90% accuracy under the TAPES system. Accuracy under the PMRS system was better. Note that the FY91 percent, which is lower than other years, is based on a much smaller sample than the other years.
- See page iii for a discussion of sampling and an explanation of FY93-94 missing data. See Appendix, p. A17, for individual on-site review information.
- The FY98 performance appraisal compliance rate for TAPES is based on (1) appropriate completion of counseling checklist/support form, (2) rating of individual objectives, (3) documentation of initial and mid-point counseling, (4) rating period of at least 120 days, (5) signed by rater and senior rater, (6) proper summary rating of record, and (7) inclusion of EEO/Affirmative Action and Supervision/Leadership objectives on superior rating forms. Earlier TAPES had an additional compliance factor - a senior rater profile. The performance appraisal compliance rate for PMRS is based on (1) performance standard development and certification at the beginning of a rating period, (2) use of the standards in the appraisal process, and (3) the processes and certification employed in assigning the rating at the end of a rating period.

3-4. Arbitration Decisions - Percent Won, Lost, Split

Objective: None Established



Source: Field data submitted for Annual Civilian Personnel Management Statistical Reporting Requirements

Number of Decisions

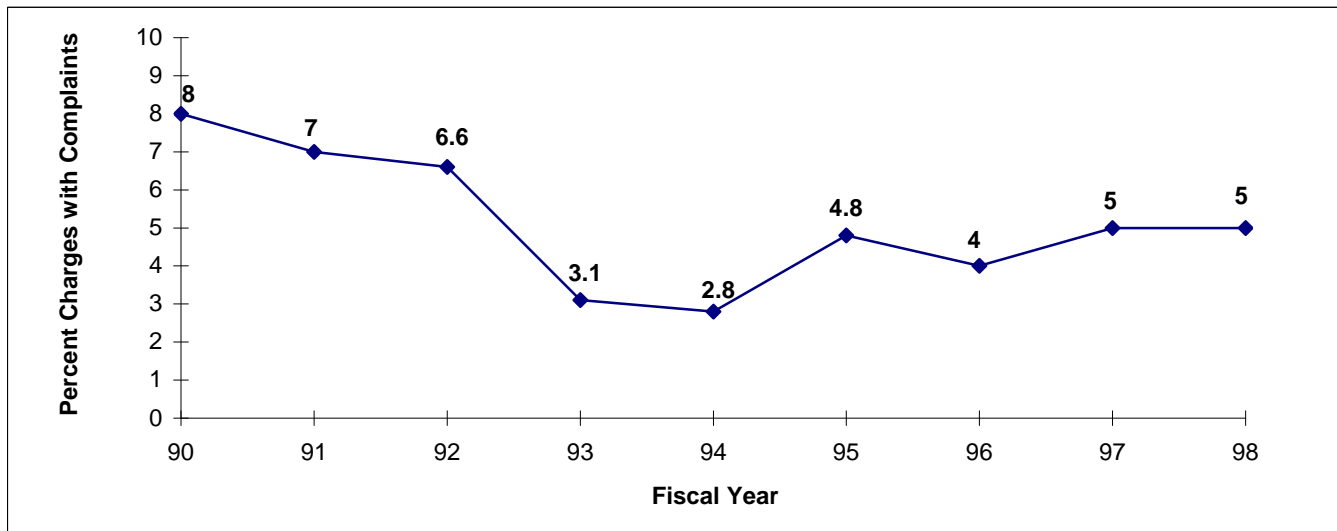
Fiscal Year	90	91	92	93	94	95	96	97	98
Management Prevailed	130	83	83	81	60	38	37	36	19
Split or Mitigated	36	65	38	28	21	27	13	21	9
Union Prevailed	60	30	55	23	25	27	16	21	9

Analysis:

- Between FY90-98, approximately half the decisions favored management, one quarter favored the union, and one quarter were split or mitigated.
- FY98 fits the pattern established in previous years.
- See Appendix, p. A18, for FY98 MACOM data.

3-5. Unfair Labor Practice - Percent of ULP Charges for Which Complaints are Issued by General Counsel, Federal Labor Relations Authority

Objective: None Established



Source: Field data submitted for Annual Civilian Personnel Management Statistical Reporting Requirements

Fiscal Year	90	91	92	93	94	95	96	97	98
ULP Charges	1047	1207	1347	972	679	607	530	381	759
Complaints Issued	84	84	89	30	19	29	23	18	41

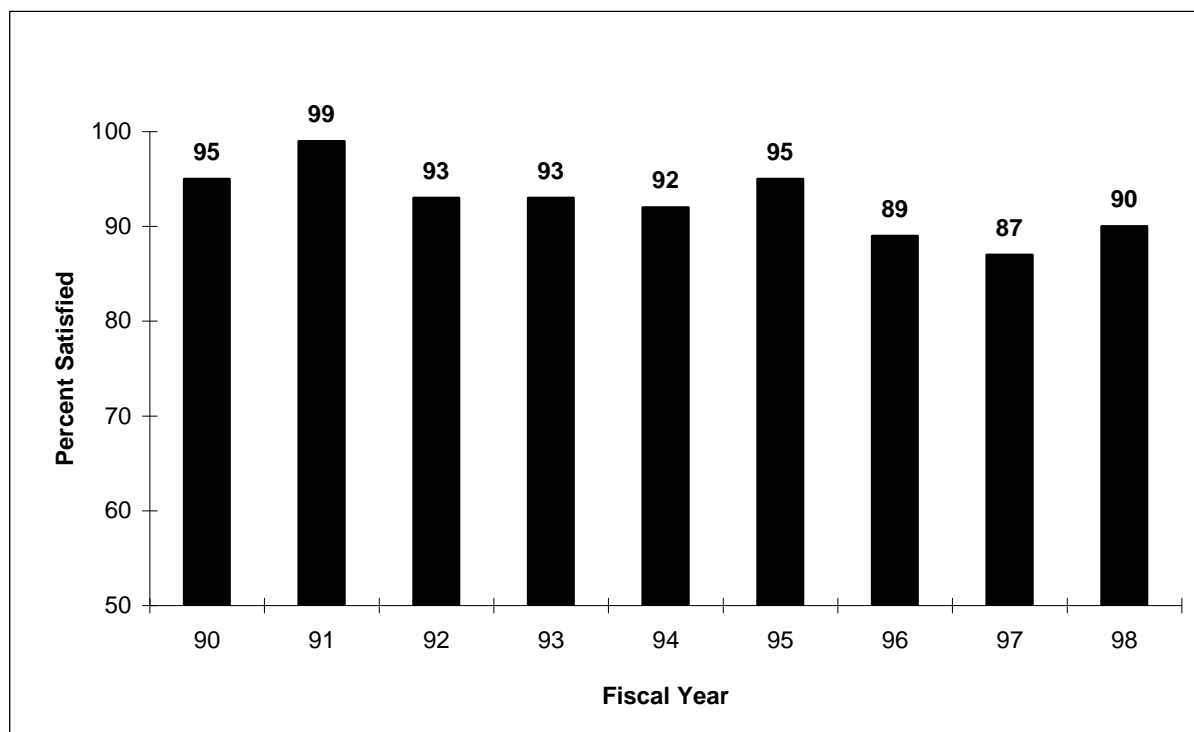
Analysis:

- For FY98, the percent of ULP charges filed by unions, for which complaints were issued by the FLRA, is consistent with the past three years. However, the number of charges filed and complaints issued in FY98 are much higher than in those earlier years.
- The FY97 percent is different than that in the *FY97 Annual Evaluation* because a MACOM provided corrected data after the publication date.
- See Appendix, p. A19, for FY98 MACOM data.

3-6. Classification Appeals - Percent Army Sustained

Objective: Not less than 90% OSD and OPM Sustainment

Assessment: Met



Source: HQDA (SAMR-CPP)

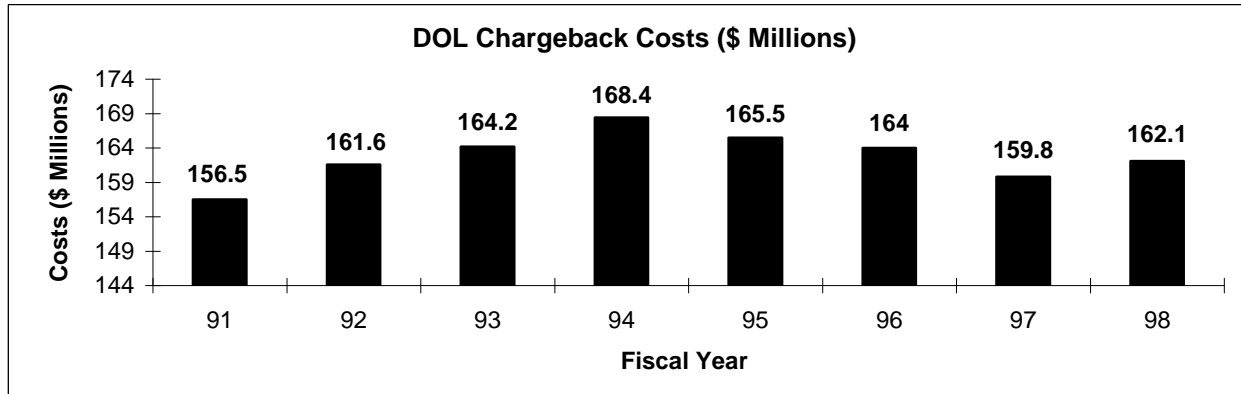
Fiscal Year	90	91	92	93	94	95	96	97	98
Total Appeals	38	135	134	140	144	129	91	68	110
Sustained	36	133	124	130	133	122	81	59	99

Analysis:

- Army met its objective of not less than 90% OSD and OPM sustainment.
- The number of appeals filed increased in FY98 following a three year decline.

3-7. Federal Employees Compensation Act (FECA) Benefits

Objective: None Established



Source: Dept. of Labor (DOL) annual Chargeback Bills.

Analysis:

- FY98 DOL chargeback costs (workers' compensation) increased slightly from FY97 costs, but were still significantly lower than the FY94 peak. These figures have not been adjusted to account for inflation (i.e., medical inflation and periodic cost-of-living increases). In FY91 dollars, current costs would be much lower.
- Chargeback costs are total fatal, non-fatal, medical and rehabilitation costs.
- See Appendix, p. A20, for MACOM data.

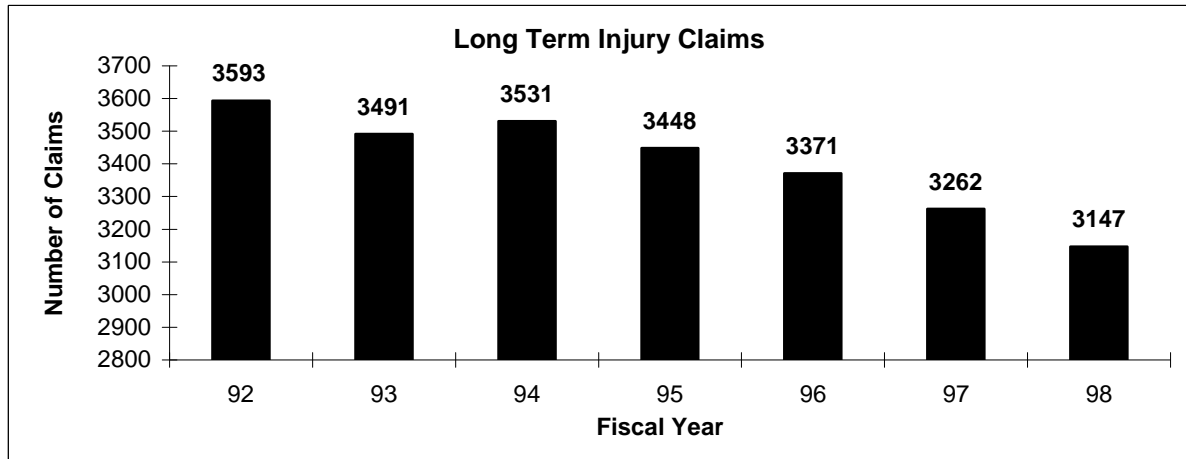
Lost-Time Injury Rate (per 1000 Employees)								
Command	Fiscal Year							
	91	92	93	94	95	96	97	98
AMC	21.4	24.3	24.5	26.8	23.8	21.3	19.2	20.8
FORSCOM	41.5	41.3	44.4	39.1	38.4	37.7	36.7	30.7
TRADOC	26.4	22.5	29.1	30.1	27.6	29.3	25.9	31.1
USACE	18.1	15.2	18.2	19.7	17.6	13.7	14.3	13.8
NGB	32.1	35.5	37.3	37.9	36.3	33.3	32.5	31.5
OTHER	NA	NA	NA	NA	NA	18.5	21.5	21.2

U.S. Army Safety Center.

Analysis:

- Army-wide totals are not presented because data on "Other" Commands are only available for three years.
- The injury rate peaked during FY93-94 and then declined. FY98 shows the lowest or second lowest injury rate for each MACOM except TRADOC which had its highest rate in FY98.
- Injury rate is the number of lost time injuries per 1000 Army civilians.

3-7. Federal Employees Compensation Act (FECA) Benefits (Cont.)



DOL's Civilian Resource Conservation Information System quarterly reports.

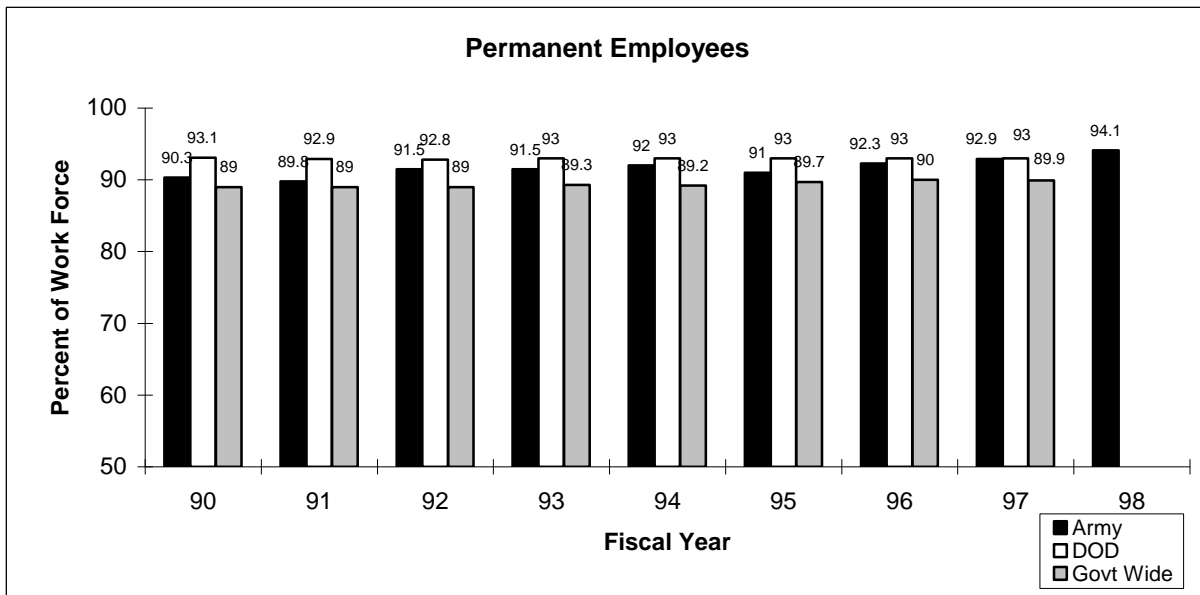
Analysis:

- The number of long term injury claims continues to decline, as the result of aggressive case management. Implementation of light duty programs for new injury cases has prevented an increase of the long term rolls. Downsizing has had an adverse impact on reemployment of long term cases because there are fewer jobs.
- Long-term injury claims exclude death and permanently disabled cases. Data prior to FY92 are not reported because they are not based on the same definition (i.e., death and permanent disability cases were included).
- See Appendix, p. A20, for MACOM data.

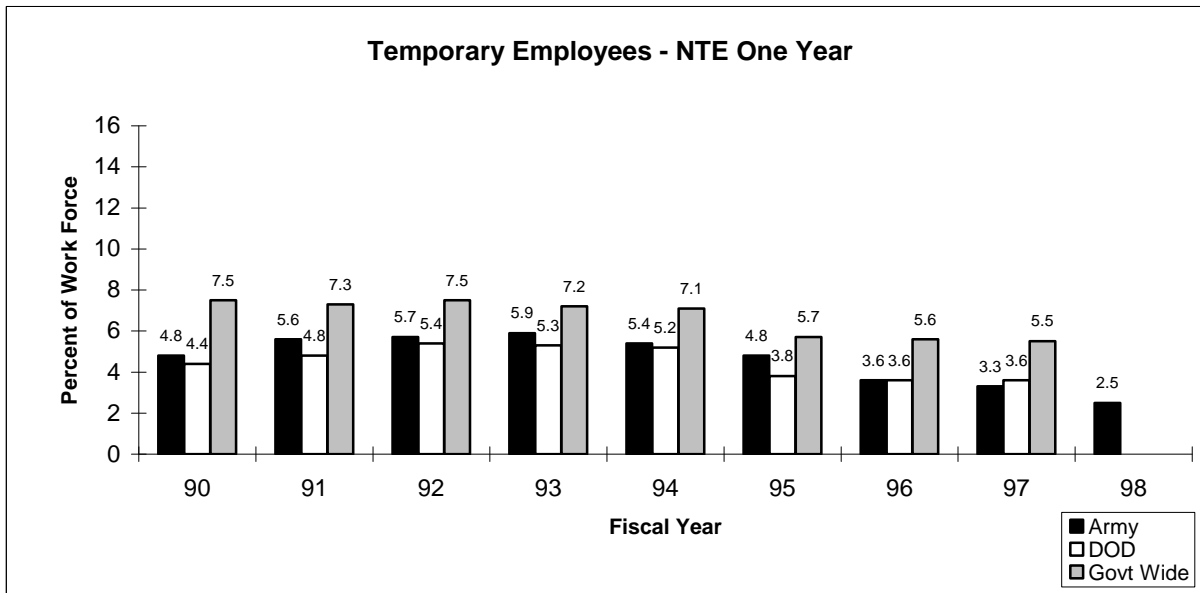
Note: Data on a fourth FECA indicator, Continuation of Pay (COP) Days, were not available in time for publication.

3-8. Employee Tenure - Permanent vs. Non-Permanent

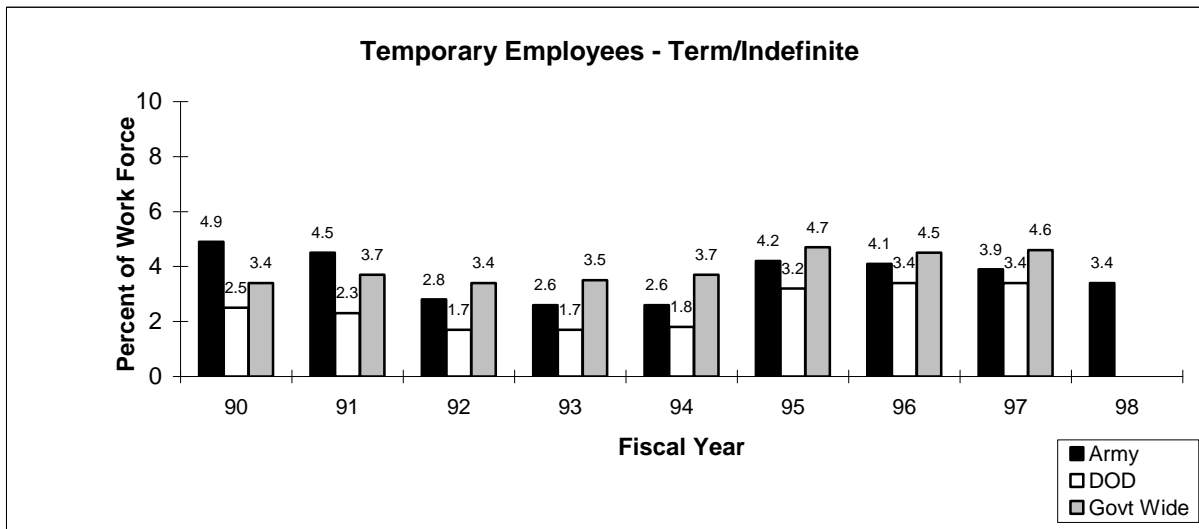
Objective: None Established



Source: OPM except for FY98 Army data which are from the HQDA Workforce Analysis Support System (WASS).



3-8. Employee Tenure - Permanent vs. Non-Permanent (Cont.)



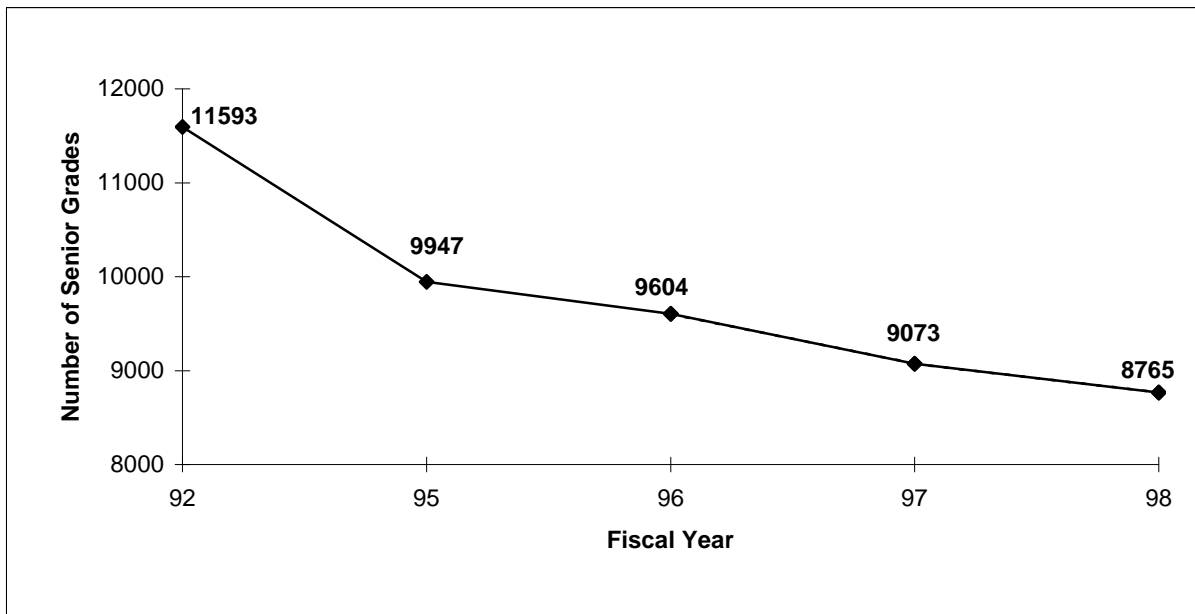
Analysis:

- Since FY90, Army's percentage of Permanent employees increased by 3.8% (from 90.3% in FY90 to 94.1% in FY98) while the percentage of each type of Temporary employee decreased.
- Since FY90, DOD's percentage of Permanent employees remained constant. DOD showed a slight decrease in the percentage of Temporary Employees-NTE One Year and a corresponding increase in the percentage of Temporary Employees-Term/Indefinite.
- Since FY90, the Govt-wide percentage of Permanent employees increased by approximately 1% (from 89% in FY90 to 89.9% in FY97) as did the percentage of Temporary Employees-Term/Indefinite. The percentage of Temporary Employees-NTE One Year decreased.
- In FY97, Army and DOD were similar in terms of employee tenure. However, they both employed a higher percentage of permanent employees than did the Federal Government.
- FY98 DOD and Government-wide data were not available at the time of publication.
- See Appendix, pp. A21-22, for raw data, MACOM data, and explanation of the terms "Army," "DOD," and Govt Wide."

3-9. Number of Senior Grades

Objective: No More Than 8923 Senior Grades for FY98

Assessment: Met



Source: Defense Management Data Center (DMDC) senior grade report

Analysis:

- Army met its FY98 objective. On board senior grade strength was 158 below the objective of 8923.
- Senior grades are defined as appropriated fund, U.S. citizen, full-time permanent employees at grades 14 and above or equivalent. Excluded are civil function, federal wage system (FWS), experts and consultants.
- There were no senior grade targets for FY93 and FY94. The FY99 target has not yet been determined. It will be calculated in a new way (i.e., 7.4 percent of the number of professional, administrative and technical employees in Army in FY99).
- See Appendix, p. A23, for FY98 MACOM data.

3-10. Accuracy of MACOM and Career Program Budget Estimates for ACTEDS Intern Funds

Objective: Execute at Least 98% of Obligation Plan

Assessment: Not Met by Most Organizations

FY98 Percent Executed - Dollars and Workyears

CMD CODE	MACOM	EXECUTION	
		Dollars	Workyears
AS	INSCOM	93%	91%
CB	CIDC	51%	43%
CE	USACE	82%	75%
E1	USAREUR	100%	100%
FC	FORSCOM	102%	100%
MA	MILITARY ACADEMY	88%	100%
MC	MEDCOM	126%	122%
MP	PERSCOM	30%	17%
MT	MTMC	42%	44%
MW	MDW	61%	71%
P1	USARPAC	116%	108%
RC	USAREC	60%	40%
SP	USASOC	46%	55%
TC	TRADOC	99%	105%
X1	AMC	83%	80%
	USAFMSA	122%	133%
	HQDA	76%	67%
	SAFETY CENTER	266%	178%
	ARPERCEN	40%	33%
	TRANSPORTATION FCR	143%	112%
	CIVILIAN PERSONNEL FCR	123%	100%
	LOGPRO	114%	85%
Total		93%	86%

Source: ASA(M&RA), Central Programs Operations Division, ACTEDS Management Branch (SFCP-COA)

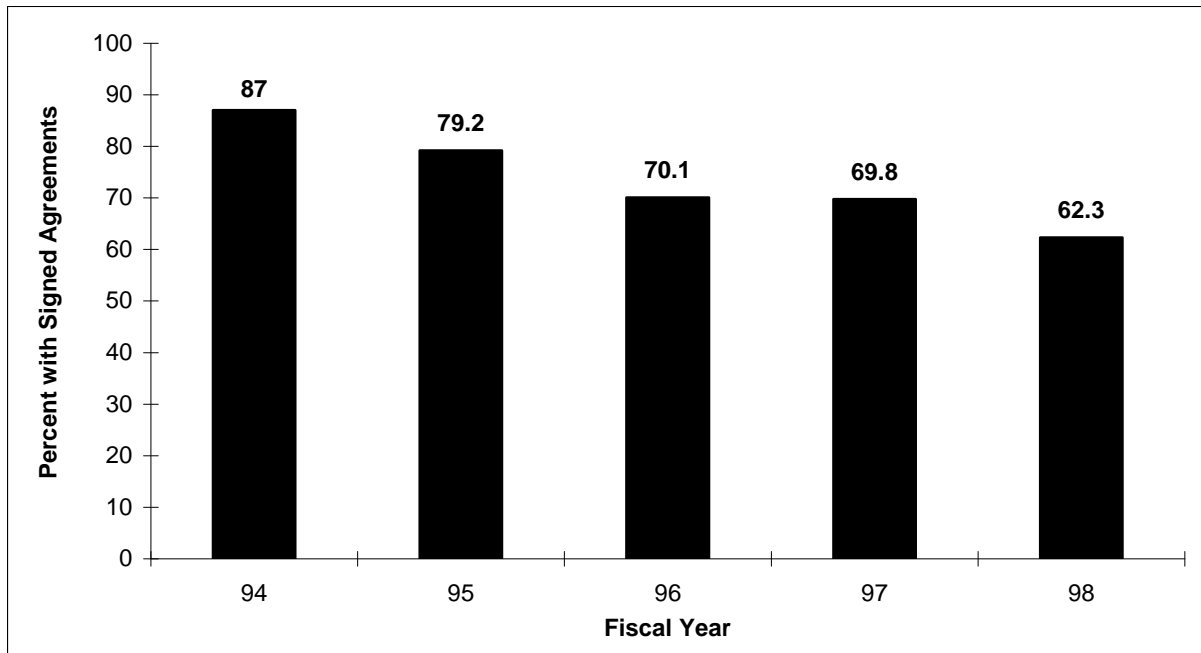
Analysis:

- Accuracy of budget estimates was poor, with only nine of the 22 recipients of FY98 funds meeting the objective for dollars and workyears.
- Only those MACOMs, IRAs, and Career Programs receiving ACTEDS funds in FY98 are listed.
- In FY98, Army executed 93% of its programmed intern dollars and 86% of the distributed workyears. This is consistent with previous years. Only one organization, Transportation FCR, has consistently met the 98% objective. See Appendix, pp. A24-25, for FY98 raw data and FY95-98 percentages.
- Bolded number indicates that the objective was met.

3-11. Percent of Pre-Identified Emergency Essential Employees with Signed Agreements

Objective: 100% with Signed Agreements

Assessment: Not Met



Source: HQ ACPERS

Analysis:

- Army did not meet its objective. The major problem lies with "alternate emergency essential employees, agreement not signed" in MEDCOM.
- The population for the above analysis included employees coded as emergency essential (EE) who were also coded as being in EE positions. This population, which required "hits" on both employee and position codes, was considered more "conservative" than one based solely on the employee code. With rare exceptions, all EE employees should be in EE positions. However, in FY98, 786 of 1292 EE employees (61%) were in positions not coded as being EE. Army has two errors to be concerned about - the improper coding of EE positions and the failure to have signed agreements for all EE employees.
- See Appendix, p. A26, for raw data, MACOM data, and the computer codes used.
- Data prior to FY94 are not presented because the EE position codes needed for this analysis did not appear in earlier years.